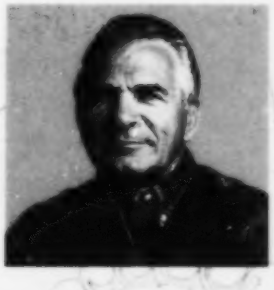


# Strategic Framework for Action

## A Strategy to Stimulate Joint Action on Multiculturalism and the Elimination of Racism in British Columbia

Submitted to the Honourable Murray Coell,
Minister of Community, Aboriginal and Women's Services

BRITISH COLUMBIA

British Columbia Multicultural Advisory Council

www.gov.bc.ca

**Library and Archives Canada Cataloguing in Publication Data**
Main entry under title:
Strategic framework for action : a strategy to stimulate joint action on multiculturalism and the elimination of racism in British Columbia

Cover title.
"Submitted to the Honourable Murray Coell, Minister of Community, Aboriginal and Women's Services"
Also available on the Internet.
ISBN 0-7726-5271-6

1. Multiculturalism – Government policy – British Columbia. 2. Racism – British Columbia – Prevention. 3. Discrimination – British Columbia – Prevention. 4. British Columbia – Ethnic relations. I. British Columbia. Ministry of Community, Aboriginal and Women's Services. II. British Columbia. Multicultural Advisory Council.

FC3850 S87 2005 353.53/39/09711 C2004-960006-3
F1089.7A1 S87 2005

# Table of Contents

106-00427/


**Introduction** 1

**Purpose** 2

**Background** 2

- Future Directions Steering Committee 2
- Multicultural Advisory Council of British Columbia 4

**Environmental Scan** 5

- Increasing Cultural Diversity 5
- Racism and Hate Activity 6

**Stimulating Action** 7

- Modelling Promising Practices 8

**Taking Action** 9

- What can the private sector do ... 9
- What can municipalities do ... 10
- What can non-government organizations do ... 11
- What can the media do ... 12
- What can the education sector do ... 13
- What can the provincial government do ... 14

**Conclusions** 16

**Glossary** 17

**Bibliography** 20

# Introduction

British Columbians strive towards the goals of strong, safe, and thriving communities based on understanding, acceptance, inclusiveness and respect. Multiculturalism shapes and establishes our world, giving energy and creates new forces and relationships to help us realise our full potential.

The Government of British Columbia depends on community partnerships and local leadership to promote multiculturalism. It is a responsibility we all share as members of a dynamic society. We benefit from the opportunities our diversity presents.

The intention in publishing this Strategic Framework for Action is to create an inclusive approach that seeks the active engagement of interested individuals, stakeholder groups, members of the business community and the provincial government in multiculturalism and anti-racism. A focused set of activities, with an emphasis on public education, critical responses to racism and hate activity, and the development of new partnerships will likely result in beneficial outcomes for all British Columbians.

The Ministry of Community, Aboriginal and Women's Services will maintain open communication with community groups, broadly tracking key performance indicators to communicate successes and challenges within the Strategic Framework for Action. It is also the intention of the Multicultural Advisory Council, in collaboration with other key stakeholders, to bring forward the Strategic Framework for Action in communities across British Columbia through a series of consultations designed to stimulate action.

Through a shared commitment to multiculturalism and the elimination of racism, all British Columbians will benefit from a society more open to critical thinking, more flexible in problem solving, and more socially engaged — a dynamic environment for creating economic innovation and social respect.

# Purpose

The purpose of the Strategic Framework for Action is to identify opportunities to improve the quality and effectiveness of British Columbians' approaches to the promotion of multiculturalism and the elimination of racism.

# Background

## 2.1 Future Directions Steering Committee

In October 2002, the Ministry of Community, Aboriginal and Wo nen's Services sponsored a steering committee on future directions for the province in multiculturalism and anti-racism. The objective of this process was to obtain guidance on priorities in this area from a diverse group of community representatives, experienced in the work of multiculturalism and anti-racism.

The ideas and perspectives exchanged by the Steering Committee were organized into the Future Directions Steering Committee Report, which presents a vision for multicultural and anti-racism strategic planning, policies and programming across the province. This vision, intended to serve as a foundation for a strategic plan, is rooted in a common purpose:

> *To enhance the effectiveness of all multiculturalism and anti-racism efforts occurring throughout the province, and to offer the best path towards achieving safe, harmonious and vibrant communities.*

The key concepts for the Future Directions are summarized in the following six key recommendations:

1. ***Promote understanding and celebration of the concept of canadian multiculturalism***

   Embracing the value of living in a diverse community and the true inclusive meaning of multiculturalism will help dissipate racist attitudes, and ethnic-based hate will have no place to remain rooted in British Columbia.

2. ***Build capability of leaders and systems to prevent and resolve acts of bias, hate, prejudice and discrimination***

   Community leaders play a key role in preventing discrimination and acting quickly to resolve acts of bias, hate and prejudice.

3. ***Provide incentives to the private and public sector to create economic and educational opportunity for disadvantaged groups and individuals***

   The private and public sectors both play a vital role in building safe, healthy communities through economic and educational achievement.

4. ***Ensure multiculturalism and anti-racism resources and services are available and accessible to all***

   Resources and services that are readily available and accessible are vital to the work of each community in promoting good decision-making.

5. ***Support research and community forums on the incidence of bias and hate and the effectiveness of training and intervention techniques***

   Knowledge is power. Research will assist communities in keeping current on issues of racism and the methods that work to reduce the incidence of bias and hate in all sectors of society.

6. ***Monitor and support the role of other ministries in promoting and role-modelling multiculturalism and anti-racism***

   All ministries and agencies delivering services to the public have an important role to play in ensuring communities become safe and free from racism.

The Strategic Framework for Action has been developed to embrace the vision and key issues raised by the Future Directions Steering Committee. The Strategic Framework for Action creates possible solutions and suggestions as to what the provincial government, private sector, non-government organizations, community partners and local leaders can do to jointly address and promote multiculturalism and the elimination of-racism across British Columbia.

## 2.2 Multicultural Advisory Council of British Columbia

Since the report of the Future Directions Steering Committee of March, 2003, a number of events have taken place in the province. The strength of British Columbia's diversity served as an important strategic message and presentation to the International Olympic Committee, July, 2003. This contributed to Vancouver winning the bid for the 2010 Winter Games and Paralympics Winter Games. The 2010 initiative provides significant opportunity to demonstrate the social and economic benefits of multiculturalism in a global environment.

In October, 2003, the Government appointed the Multicultural Advisory Council for British Columbia. The Council consists of 18 members representing a broad range of regional and ethno-cultural backgrounds. The role of the Council is to advise the Minister of Community, Aboriginal and Women's Services on issues related to multiculturalism and the elimination of racism.

The document Towards a Strategic Framework for Action was released to the Multicultural Advisory Council at its inaugural meeting of January 30, 2004, where the Council was tasked to provide up-to-date input and advice to Minister Coell. At its March 26, 2004, meeting, the Council reviewed the document and provided suggestions to add clarity to the recommendations in the document.

A shared commitment by the Council, the Ministry, and key stakeholders to foster multiculturalism and the elimination of racism will create a dynamic environment for economic innovation and social respect as British Columbia approaches 2010.

The Multicultural Advisory Council encourages broader consultations with stakeholders through public dialogues on multiculturalism. The Council believes that stimulating a dialogue with key stakeholders will create an opportunity to develop individual commitments to action to support multiculturalism and anti-racism initiatives.

# Environmental Scan

British Columbia is entering a critical time when new immigration is essential to support a thriving economy. It is also a time when relationships with Aboriginal people are in need of reconciliation and rebuilding after centuries of isolation. More than ever before, this is a time when prejudicial attitudes serve as barriers to equal opportunities for all, and ethnic-based conflicts interfere with the assurance of safe, secure and economically vibrant communities.

## Increasing Cultural Diversity

As British Columbia moves with confidence toward a more prosperous and dynamic future, multiculturalism is increasingly becoming one of our most valuable assets. Today's economy and society are changing more rapidly than at any other time in our history. People are choosing to come to British Columbia from virtually every corner of the world, bringing with them the richness of their cultural heritage, their skills and their aspirations.

The 2001 Census of Population reveals that British Columbia has a long history of diversity and immigration from all parts of the globe. In fact, diversity precedes the first contact with Europeans in British Columbia and has always been a way of life for Aboriginal peoples throughout human settlement in these lands. British Columbia's recent immigration patterns have combined with previous patterns and Aboriginal people to build the most diverse society in Canada.

***British Columbia's Visible Minority & Immigrant Population Profile (sources listed in Bibliography):***

- Visible minority population represented 13.4 per cent of the total population for Canada in 2001, a major increase over 20 years when the proportion was only 4.7 per cent as reported in the 1984 Census.
- In 2001, British Columbia is home to the highest percentage of visible minorities in Canada (22 per cent). Since the 1996 census, British Columbia has moved from second place to first for visible minority communities in Canada.
- In British Columbia, 836,445 residents were visible minority respondents; of these, the top three are Chinese 365,490; South Asian 210,290; and Filipino 64,005.
- After English, British Columbia's top three mother tongue languages are Chinese, Punjabi and German.
- British Columbia's top three source countries for new arrivals are: China, India and the Philippines.
- The City of Richmond leads the country with the highest proportion of visible minorities in Canadian municipalities, and is joined by six other Lower Mainland cities that are part of Canada's top twenty municipalities with the highest number of visible minorities.
- Less than 10 per cent of British Columbians reported 'Canadian' as their sole ethnic ancestry, the lowest proportion among the 10 provinces.
- First-generation Canadians aged 15 years and older accounted for 33 per cent of immigration flow into British Columbia, second only to Ontario (34 per cent).

- While Christian denominations continue to have a strong presence in British Columbia, Sikhism, Buddhism, and Islam round out the top 10 list.
- Of the top three destinations for new immigrants (Ontario, British Columbia and Quebec), B.C. has a higher proportion of non-Christian faith groups.

***British Columbia's Aboriginal Communities (sources listed in Bibliography):***

- 170,025 Aboriginal People (Indian, Metis and Inuit) live in British Columbia representing 4.3 per cent of the total population, up from 2.8 per cent in 1996.
- British Columbia's diverse geographical areas are home to 200 Indian Bands and 21 Tribal Councils.
- In 2001, the total population residing on British Columbia Indian reserves is 68,235. Of that number, 18,540 are non-Aboriginal residents.
- 119,000 (70 per cent) Aboriginal people live in non-reserve urban and rural communities.
- Over 35 per cent (59,000) of all Aboriginal people in British Columbia live in four urban communities: Vancouver (36,860), Victoria (8,695), Prince George (7,980) and Kamloops (5,470).
- Between 1996 and 2001, the population of the 62 Indian reserves located in the Fraser Valley increased by 24 per cent to 5,500 persons.
- British Columbia is home to 32 of the country's 50 indigenous languages.
- About half of the Aboriginal population is less than 25 years old, compared to one-third of the non-Aboriginal population.

## Racism and Hate Activity

While multiculturalism is firmly established in Canadian law and society, the beliefs and values associated with this ideal have yet to be fully accepted by all British Columbians. Like other provinces in Canada, British Columbia faces challenges. Reported hate crime and discrimination based on ethnicity, race, colour, religion or ancestry reveal that tension, conflict and inequities related to ethno-cultural differences hamper the safety, security and productivity of some members of our society.

- The British Columbia Human Rights Commission reported in its 2002 Annual Report that 16.5 per cent of the total new complaints received that year related to discrimination on the basis of race, ancestry, colour, or place of origin.
- In its 2001 Annual Report, the Canadian Human Rights Commission reported that 11 per cent of all complaints on the grounds of race, colour, or national/ethnic origin were received from individuals in British Columbia.
- 426 hate crimes were reported to British Columbia authorities between July 1997 and December 1999 (source: Hate Crime Team news release, February 14, 2001). Of these, 50 per cent were reported as racially motivated and a further 10 per cent were based on religion.
- According to the British Columbia Hate Crime Team, less than 10 per cent of hate and bias crimes are actually reported to authorities. This suggests the actual incidence of racially based hate or bias crimes in British Columbia can be estimated at approximately 852* incidents per year or more than two incidents each and every day.

** Figure is based on 50 per cent of the 426 total reported hate and bias crimes reported (213) for the 30-month period (7.1 incidents per month) multiplied by a factor of 10 to compensate for underreporting (71 incidents per month) multiplied by 12 (852 incidents per year).*

# Stimulating Action

The Government of British Columbia recognizes there are definite social, cultural and economic benefits associated with multiculturalism. The *Multiculturalism Act* of British Columbia, which was first enacted in 1993, affirms this vision. The Act recognizes and promotes multiculturalism as a reflection of the racial and cultural diversity of British Columbians. It reaffirms that discrimination has no place in our society and, most importantly, promotes the cross-cultural understanding that leads to the development of safe, healthy communities.

The objectives of the Act include:

- to recognize that the diversity of British Columbians as regards to race, cultural heritage, religion, ethnicity, ancestry and place of origin is a fundamental characteristic of the society of British Columbia that enriches the lives of all British Columbians;
- to encourage respect for the multicultural heritage of British Columbia;
- to promote racial harmony, cross-cultural understanding and respect and the development of a community that is united and at peace with itself;
- to foster the creation of a society in British Columbia in which there are no impediments to the full and free participation of all British Columbians in the economic, social, cultural and political life of British Columbia.

To meet these objectives, the Government of British Columbia plays a pivotal role in developing strategic responses to the challenges of managing, valuing and celebrating cultural diversity in a contemporary society. This commitment is met through:

- **Public education**, including the creation of tools for local governments and community organizations to promote multiculturalism and deal with racism. Some examples are "how to" guidebooks, new posters and pamphlets to promote the many benefits of diversity, research, an online directory of multicultural, anti-racism and immigrants service
- **Partnership development** to facilitate the delivery of innovative services led by organizations, governments, businesses and Aboriginal leaders; and
- **Critical Incident Response Model** to counter racism and hate and promote community leadership in the development of safer communities.

One of the most effective ways the Government of British Columbia contributes to multiculturalism is through partnerships with local governments, community-based organizations and the provincial Hate Crime Team. Each year, the province engages at least 12 communities in British Columbia, assisting them in the development of new partnerships and local leadership to ensure that community needs are directly addressed.

## Modelling Promising Practices

British Columbians are world leaders in maximizing cross-cultural understanding and the many benefits it creates. The innovative strategies that can result from exchanging diverse perspectives is creating stronger, healthier communities and producing economic and social benefits for us all.

It is widely understood that culturally diverse communities have the potential to economically outperform communities lacking diversity. Many companies have acknowledged this by investing in diversity practices to help maintain and attract skilled staff. The work of local community groups is also essential in ensuring that the cultural diversity of British Columbia is regarded as a beneficial and productive aspect of our economy.

Civic governments also play a particularly important role in raising awareness and promoting multiculturalism. This function is critical because it is this level of governance that often represents the most immediate and direct connection to citizens and their communities. Actions that can be taken here have a significant impact on the daily lives of British Columbians.

Students, teachers, parents and administrators in the education system have also long been priority partners for the provincial government in promoting and raising awareness of multiculturalism. Some of the most interesting and exciting initiatives have been developed in conjunction with schools and school districts to help create healthy and safe communities, and to realize the many benefits of a culturally diverse society.

# Taking Action

The following section provides some examples of actions that various sectors can consider initiating over the long and short term to support multiculturalism and the elimination of racism.

## What can the private sector do...

### ...in the short term?

- Initiate consultations on strategies to maximize the province's language and cultural advantages in a global economy
- Create a cross-professional committee intended to establish fairer and less discriminatory criteria for the admittance of foreign-trained professionals in each of the licensed-based professions.
- Sponsor a campaign that promotes the skills and assets Aboriginal people, new immigrants and individuals from diverse backgrounds bring to the business community.

### ...in the long term?

- Increase the participation of business owners from diverse backgrounds in Chambers of Commerce and Boards of Trade.
- Incorporate the skills and knowledge required to maximize cultural diversity as industry prerequisites for managing successfully in today's competitive environment.

# What can the municipalities do...

## ...in the short term?

- Create community leadership forums or "Leadership Councils" to promote multicultural activities that promote and celebrate cultural diversity.
- Create opportunities for religious leaders and congregations to come together to participate in shared activities and worship.
- Sponsor a "Vocational Excellence" program that awards local organizations recognizing and utilizing the extensive skills of members of ethno-cultural communities.

## ...in the long term?

- Promote religious and cultural days of importance within the community to highlight local diversity.
- Build systems to ensure victims of racism and hate behaviour are supported.
- Increase sponsorship for multicultural events in a variety of public spaces.
- Increase the representation and promotion of cultural diversity in neighbourhood celebrations.

# What can non-government organizations do...

## ...in the short term?

- Encourage communities to develop and present various multicultural events, such as arts, crafts, dance, theatre, literature, etc., showing work from ethno-cultural communities.
- Organize forums for religious leaders to discuss their roles in fostering Canadian multiculturalism and anti-racism.
- Identify and create resources to combat hate crime and help youth avoid or leave hate groups.
- Convene a forum of anti-racism educators to develop training programs and curriculum based on practices that work.
- Sponsor various mediums of literary or arts contests to encourage cultural development and expression.

## ...in the long term?

- Work with career counsellors in secondary schools to include career options for students that support and promote diversity within the public and private sectors.
- Increase collaboration between non-government organizations to maximise partnership opportunities.
- Develop partnerships with other multiculturalism organizations, the media and other partners to develop public interest campaigns that articulate clearly the value of multiculturalism and the common ideas that connect us together as a unified, but diverse community.

# What can the media do...

## ...in the short term?

- Ensure that communication media explain that acts of 'racism' are against the law and provide the reasons for the legislation.
- Sponsor various mediums of literary or arts contests to encourage cultural development and expression.
- Facilitate greater communication between different groups in our communities using such activities as media roundtables, exchanges, documentaries, cover stories and lectures.

## ...in the long term?

- Work with the Broadcast Standards Council to create concrete strategies to eliminate racial profiling and stereotyping in news coverage
- Increase the representation of British Columbia's cultural diversity in media coverage.
- Increase opportunities to discuss ethnocultural issues in ways that represent the spectrum of ethnocultural experiences and perspectives.
- Increase the participation of Aboriginal people and visible minorities in media-related fields.

# What can the education sector do...

## ...in the short term?

- Make linkages with non-school organizations to raise youth awareness.
- Using youth-based activities and interests, develop programs aimed at building youth capacity and understanding of multiculturalism (e.g., "Rock Against Racism", Internet discussion groups).
- Encourage diversity awareness training for children, youth and educators in public and private institutions.
- Develop a program to support the parents' role in teaching children at home about the diversity of Canada's multicultural society and the dangers of prejudice.

## ...in the long term?

- Develop school activities to maximise a shared understanding of the benefits of diversity and to challenge bullying.
- Expand the role of post-secondary institutions in responding to the challenges of multiculturalism in education.
- Develop scholarships or awards for those students who advance or promote multiculturalism in their schools.
- Provide support to ensure the successful transition of Aboriginal students to public and post-secondary schools, and training institutes.

# What can the provincial government do...

## ...in the short term?

- Encourage all ministries to work collaboratively in matters related to multiculturalism and anti-racism initiatives.
- Support the development and distribution of publications dealing with successful anti-racism and anti-hate activity.
- Sponsor multiculturalism and anti-racism training for individuals, working or retired, in community leadership roles.
- Facilitate involvement of local governments in community initiatives to promote multiculturalism and stop acts of bias, hate and prejudice.
- Promote leadership forums within communities to foster the sharing of knowledge and development of strategies to contend with bias, hate and prejudice within a community.
- Develop and distribute a basic orientation/training program that identifies and describes best practices and skills needed for dealing with bias, hate and institutional insensitivity.
- Track and monitor the activity of known hate groups through the provincial Hate Crime Team.
- Maintain a directory of organizations and other information useful to individuals working in the field of multiculturalism and the elimination of racism in British Columbia.
- Collect an annual report from all Ministries and Crown Corporations across the province activities initiated in support of multiculturalism.
- Ensure literature about multiculturalism and the elimination of racism is available in public places and public media.
- Seek advice in revising the kindergarten to Grade 12 curriculum in order to better reflect and promote the diversity of British Columbia's society.

## ...in the long term?

- Develop and maintain an electronic resource centre that promotes a suite of new research, tools, templates and frameworks to assist community partners in developing multicultural and anti-racism programs and services.
- Ensure literature about multiculturalism and anti-racism is translated into at least the top three main languages.
- Focus awareness building efforts on the concept of our common rights and responsibilities as citizens and residents of a truly multicultural society.
- Continue developing critical incident response mechanisms in communities across the province.
- Establish an annual provincial awards ceremony for the individual, the organization and the project that best advances the ideals of multiculturalism and responds proactively to diversity within various sectors (e.g. education, media, health, etc.).
- Establish provincial guidelines encouraging local government to incorporate the concepts of multiculturalism in their official community plans.
- Establish and promote sectoral advisory committees or councils (education, health, solicitor general, etc) to provide strategic advice on culturally responsive service delivery and new service delivery opportunities.
- Review school curriculum to ensure philosophy of multiculturalism is included, such as how to acknowledge and celebrate different cultural practices, rights and responsibilities course, world religions.
- Develop a British Columbia Public Service Agency training program to encourage orientation and training of government employees on multicultural best practices in service delivery and program planning.

# Conclusions

In launching the Strategic Framework for Action, there are opportunities within each sector, and across each community, to move forward the agenda on multiculturalism and the elimination of racism. With this new framework, British Columbians can celebrate a fresh approach to these issues, an approach that builds on past successes and moves confidently towards our future development.

This Strategic Framework for Action provides an opportunity to develop and implement an action plan to make a real contribution to enhance the experience of multiculturalism in the lives of British Columbians. This will ensure the province continues to occupy a position of leadership and influence on these issues in the global arena leading to 2010 and beyond.

It is important that institutions and communities foster a vision to create an inclusive society that accepts and understands its cultural diversity and effectively responds to all forms of racism. The Multicultural Advisory Council and the Ministry of Community, Aboriginal and Women's Services supports and embraces the vision that served the foundation for the Framework:

> *To enhance the effectiveness of all multiculturalism and anti-racism efforts occurring throughout the province, and to offer the best path towards achieving safe, harmonious and vibrant communities.*

The proposed "Dialogue on Multiculturalism" will be an avenue to introduce the Strategic Framework for Action where Council representatives will join community stakeholders, business leaders, government representatives and ministry staff to collaborate and develop innovative action items for the Strategic Framework.

# Glossary

### Anti-racism

The practice of identifying, challenging, preventing, eliminating and changing the values, structures, policies, programs, practices and behaviours that perpetuate racism.

### Critical Incident

A critical incident of racism or hate activity is defined as an incident that has the potential to significantly disrupt racial harmony in communities and lead to further conflict unless they are dealt with in a timely, flexible and respectful fashion.

### Critical Incident Response

A critical incident response is any community-based response to a critical incident as defined above. A provincial critical response mechanism for anti-racism and hate activity supports concrete action by local governments to build safer communities.

### Discrimination

The practice or act of making distinctions between people on the basis of prejudicial attitudes and beliefs, which leads to the inequitable treatment of individuals or groups.

### Diversity

The variety of characteristics that all persons possess, that distinguish them as individuals and that identify them as belonging to a group or groups. Diversity is a concept that includes notions of age, class, culture, disability, ethnicity, family, sex, language, place of origin, race, religion, and sexual orientation as well as other characteristics that vary among people and groups within society.

### Ethnicity

'Ethnicity' is a social and political construct used by individuals and communities to define themselves and others. Specifically, 'ethnicity' refers to a person's cultural background, including his or her language, origin, faith and heritage. Ethnicity comprises the ideas, beliefs, values and behaviour that are transmitted from one generation to the next. Ethnicity tends to be perceived in terms of common culture, history, language or nationhood. Ethnicity and ethnic identity are interchangeable terms.

### Hate

An intense dislike of, and contempt for, another person or group of people.

## Hate /Bias Crime

A Hate/Bias crime is a criminal offence committed against a person or property which is motivated by the suspect's hate, prejudice or bias against an identifiable group based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation or any other similar factor (as defined in section 718.2 of the Criminal Code of Canada)(definition from Hate/Bias Crime Pocket Guide). Verbal intimidation, assault and vandalism are the most commonly reported types of hate crimes.

## Multiculturalism

'Multiculturalism' refers to a society that recognizes, values and promotes the contributions of the diverse cultural heritages and ancestries of all its people. A multicultural society is one that continually evolves and is strengthened by the contributions of its diverse peoples.

## Prejudicial

A preconceived idea or judgment toward a group based on perceived ethnic or ancestral characteristics that result in a belief that members of that group are inferior.

## Race

'Race' represents the notion that there are biologically discrete 'races' of human beings that can be ordered in terms of superiority of intelligence, sexuality or morality. Today, the very concept of 'race' is a controversial one, as it is perceived to refer to the genetic, physical characteristics that allegedly are common to certain groups. However, modern science has determined that no such biological distinctions exist among humans and that the term serves no useful scientific purpose.

The term is now understood as a social construct in which a group sees itself

## Racial Discrimination

As one of the many signatories to the International Convention on the Elimination of All Forms of Racism, in 1969, Canada agreed to the following definition of racial discrimination found in Article 1:

> *'Racial discrimination' shall mean any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, social, cultural or any other field of public life.*

## Racism

A set of mistaken assumptions, opinions and actions resulting from the belief that one group of people categorized by colour or ancestry is inherently superior to another. Racism may be present in organizational and institutional policies, programs and practices, as well as in the attitudes and behaviour of individuals.

## Visible Minority

The phrase 'visible minority' refers to groups who share physically visible characteristics such as dark skin. This is a term which specifically refers to a certain time and place, when it was true in Canada that people of colour were a minority relative to the majority of the population. The term visible minority, although remaining in some legislation, is quickly losing its relevance, as it is no longer applicable in our society due to changing immigration patterns. Currently, the phrase should be used with caution because it often excludes groups of people who commonly experience discrimination. It does not seem to include, for example, many Latin Americans, southern Europeans, and religious groups, such as Jews and Muslims.

# Bibliography


British Columbia Human Rights Commission. (May 2001) *Barriers to Equal Education for Aboriginal Learners – A Review of the Literature.*

British Columbia Human Rights Coalition. (February 2003) *Responding to Incidents of Racism and Hate: A Handbook for Service Providers.*

Canadian Council on Social Development. (2000) *Unequal Access – A Canadian Profile of Racial Differences in Education, Employment and Income.*

Canadian Heritage. (September – October 2000) *Canada's Regional Consultations Record of Proceedings in Advance of The United Nations World Conference Against Racism, Racial discrimination, Xenophobia and Related Intolerance.*

Chalmers, Graeme and Gill, Hartej. (March 2002) *Education Against Racism Through the Arts: Programs of Promise. A Resource Guide for Educators and Community Groups in British Columbia.*

First Peoples' Cultural Foundation. (2003) www.FirstVoices.ca

*Forum on Multiculturalism in Municipalities: A Collaborative Approach* – April 14-16, 1994.

Henry, Frances and Tator, Carol. (March 2000) *Racist Discourse In Canada's English Print Media.* Toronto: The Canadian Race Relations Foundation.

Institute for Media, Policy and Civil Society. *Report on the Proceedings of the November 2000 Roundtable Consultation between Ethnocultural Community Groups and Mainstream Media.* Vancouver.

Jones, L. Chery. (February 15, 2001) *Diversity in Business.*

Kunin, Roslyn and Lary, Diana. (April 1997) *Succeeding: Profiles of Chinese Canadian Entrepreneurs.* Asian Pacific Foundation of Canada.

Ladner, Peter. (February 22, 2003) *Workplace diversity should not be forced, but embraced as a smart business decision.* Business in Vancouver.

Laurier Institution. (May 2001) *A Brief Study about the Impact of Multiculturalism and Immigration Programs for BC.*

Lee, Jo-Anne. (June 1999) *Immigrant Settlement and Multiculturalism Programs for Immigrant, Refugee and Visible Minority Women: A Study of Outcomes, Best Practices and Issues.*

MacDonald, A. Kelly. (November 1999) *Aboriginal Hate Crime Forums: Recommendations from the Aboriginal Community.*

Mahtani, Minelle; Mountz, Alison; Bauder, Harald; Teo, Sin Yih; and Water, Johanna. (June 2001) *Immigration to British Columbia: Media representations and public opinion.*

Mahtani, Minelle; Mountz, Alison; Bauder, Harald; Teo, Sin Yih; and Water, Johanna. (June 2001) *Social and cultural impacts of immigration: An examination of research into social cohesion with Implications for British Columbia.*

Ministry of Community, Aboriginal and Women's Services. (2001) *Preparations for the World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance – South Africa 2001.*

Ministry of Community, Aboriginal and Women's Services. (March 2003) *Future Directions – Setting the Path for Anti-racism and Multiculturalism Programming in British Columbia.*

Ministry of Community, Aboriginal and Women's Services. (March 2004) *Aboriginal Directorate Fact Sheet: Aboriginal people in British Columbia.*

Ministry of Children and Family Development. (June 2002) *The Health and Well-Being of Aboriginal Children and Youth in BC.*

Ministry of Health Services. (2001) *Provincial Health Officer's Annual Report: The Health and Well-Being of Aboriginal People in BC.*

Ministry of Management Services, B.C. Stats. (May 2002) *2001 Census Fast Facts: BC Indian Reserves.* Issue 2001-02.

Ministry of Multiculturalism and Immigration. *Advisory Council on Multiculturalism – Report and Recommendations 1999-2000.*

Ministry of Multiculturalism and Immigration. (February 11, 2000) *Business Case for Diversity – Summary Report.*

Ministry of Multiculturalism and Immigration. (September 15, 2000) *Second Annual Ministry and Crown Corporation Forum on Multiculturalism – Summary Highlights of "Advancing the Agenda on Multiculturalism" Forum.*

Ministry of Multiculturalism and Immigration. (September 2000) *Prejudice Reduction Research and Implications.*

Ministry of Multiculturalism and Immigration. (2000) *Preparations for the World conference Against Racism, Racial Discrimination and Related Intolerance – South Africa 2001: British Columbia Provincial Consultations Outcomes and Recommendations.*

Ministry Responsible for Multiculturalism and Immigration. (1997) *Enhancing the Multicultural Environment in Your School: A Handbook for Educators.*

Ministry Responsible for Multiculturalism and Immigration. (1997) *Working Strategies for Community Anti-Racism Initiatives.*

Ministry Responsible for Multiculturalism and Immigration. (1999) *Directions for the New Millennium.*

Ministry Responsible for Multiculturalism and Immigration. (March 19, 1999) *Forum: Strategies to End Racism.*

Province of British Columbia. (September 2000) *Discussion Paper: World conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance – South Africa 2001.*

Province of British Columbia, and Advisory Committee on Cultural Heritage. (June 7-9, 1990) *Synopsis of Proceedings of Action 90 – A Blueprint for Multicultural Development in British Columbia.*

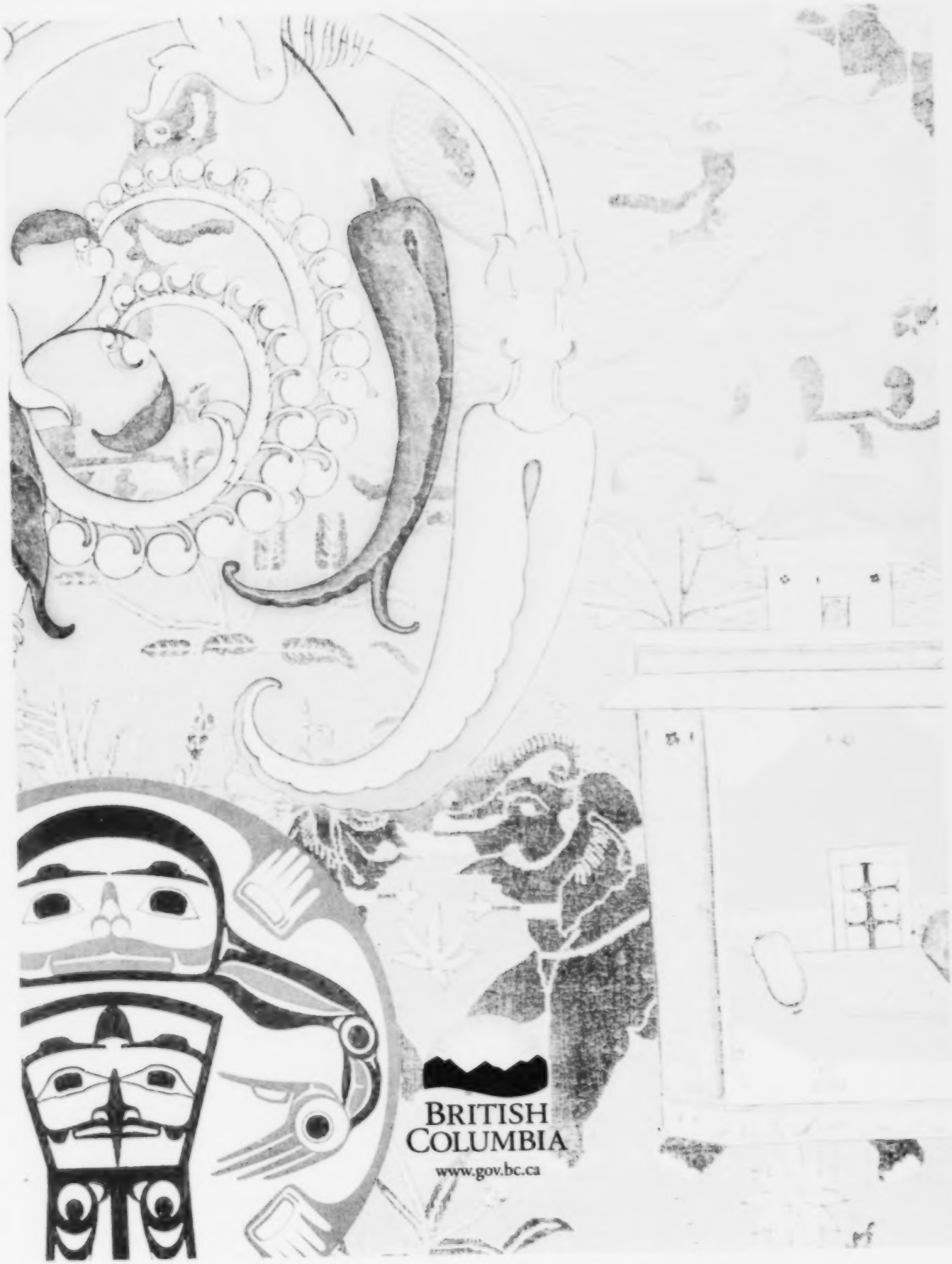
Seebaran, B. Roopchand and Johnston, P. Susan. (December 1998) *Anti-racism Programs: A Study of Three Selected Communities in BC.*

Society for Human Resource Management. (March 2000) *Diversity Today – Corporate Recruiting Creates Inclusive Workplaces.* Fortune Magazine from www.fortune.com/sections.

Social Planning Council for the North Okanagan. *Vernon Anti-Racism Youth Forum: Reaching Across Differences – November 14, 1997.*

Statistics Canada. *2001 Census of Population.*

Taylor, Chris. (November 1999) *Best companies to work for in BC.* BC Business.


BRITISH
COLUMBIA
www.gov.bc.ca